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## NEPA Contracting: A Regional Outlook

*by Justin Landis, University of Montana environmental studies graduate student*

**W**hile the contracting of NEPA work is not new in the Northern Region, the practice is likely to become much more common in the future. Spurred by the need to get the work done within certain time and personnel constraints, as well as actively encouraged by Regional Forester John Mumma, forests throughout the Region are engaged in various stages of the NEPA process. Until recently, contracting of NEPA work in the Region was limited mostly to large mining projects, with the Forest Service acting in cooperation with industry and State agencies. Within the last year or two, though, NEPA contracting has been increasingly emphasized in Region 1 for such projects as timber sales, and oil and gas leases. Contracting NEPA work is on the increase in the Region, and it is likely to become more common in the years to come.

Current NEPA projects in the Region that involve outside contractors are the Oil and Gas Leasing EIS on the Custer National Forest, the Stoney (Upper Camp Duncie) Timber Sale EIS on the Deerlodge NF, the Bugs Timber Sale on the Helena NF, and the Black Sheep Timber Sale EA on the Idaho Panhandle NFs.

Both Forest Service personnel and contractors involved in these and other projects agreed that Region 1 is in the early stages of the NEPA contracting process, and that there are a few "rough spots" that need work, especially in the area of contract language and work expectations. All, however, expressed the belief that these problems can be overcome, and that the advantages that contractors offer, including efficiency, public credibility, and flexibility, make them an attractive option for completing NEPA work.

One of the biggest advantages of

NEPA contracting cited by Forest Service personnel was stated simply by IPNF Planning Forester Tracy Gravelle, "Things get done." Gravelle, of the St. Maries Ranger District, is involved in the contracting of the Black Sheep Timber Sale EA. She noted that a contractor working on a deadline creates pressure to keep the project moving along, and eliminates the tendency to procrastinate.

Another reason that FS employees cited for using contractors was to help overcome the problems of personnel or work-year equivalent ceilings. People in the Forest Service are "tickled to death" to get this work done, according to Gravelle, because "everything else is sliding" due to the workload that NEPA imposes on the forests. "We aren't tending the forests, we're writing documents," she said. Hiring contractors also gives the FS more flexibility in matching personnel levels with workload. According to Ed Heist, of the Regional Land and Financial Planning Office, contractors build flexibility into the organization. The FS can hire contractors when the workload requires it, and reduce contracts if faced with a budget reduction.

Most of the FS personnel currently involved in the contracting of NEPA work agreed that the public perceives consultants as credible and objective. Representatives of consulting firms concurred, but were quick to note that their expertise, objectivity and credibility with the public did not imply incompetence and bias on the part of the Forest Service. Niel



*Ed Heist, (center) lectures on NEPA Workbench use.*

Hunsaker of Dames and Moore said "there's a public perception that contractors are more credible and objective, but I'm not sure if that's true in actuality."

True or not, Gravelle feels that contractors' perceived objectivity is helpful when dealing with controversial issues. She noted that at least six BioWest employees with doctoral degrees were working on the Black Sheep EA, and observed that, especially in the case of an appealed decision, such credentials would be "helpful on the witness stand."

While FS personnel involved in NEPA contracting generally have a positive view of the process, they noted some problems and disadvantages they have encountered which includes internal skepticism in the Forest Service, questions about costs, and difficulties with the coordination and communication with contractors. However, most of the real problems involved coordination and communication, particularly with work expectations and contract language between the FS and the NEPA contractor. Heist noted that while the FS has people skilled in the mechanics of contracting and know the fiscal and administrative constraints, it is still learning how to instruct the contractors in the natural resources work.

In addition to contract language,



...NEPA (continued from page one)

Deerlodge National Forest's Dan Mainwaring stressed the importance of "partnership and ownership" between the Forest Service and contractors when carrying out contract work. "It's important to try to cultivate the attitude that the Forest Service and the contractor are in this together," he said. During the contract work, Mainwaring added, Forest Service personnel are still heavily involved in coordinating and communicating with the contractor. Contracting a NEPA job still involves effort and commitment from FS personnel. For example, in the case of Mainwaring's EIS contract, the FS has assumed responsibility for public involvement.

The group of NEPA contracts that are currently open to bidding is the "first indication that [NEPA contracting] might take off" in the Region, according to Heist. For example, the Idaho Panhandle National Forests has recently opened for bidding 10 EA's and 3 EIS's, which include almost 300,000 acres of data collection. The bidding will be "per item," each job could theoretically go to a different contractor. This is what IPNF's Darrell Frogness calls the "Henry Ford approach" to contracting NEPA. IPNF is trying for an efficiency of scale, both in the forest's preliminary work, and in the contractor's work. IPNF hopes to encourage lower bids by allowing contractors to bid several contracts in one area, resulting in lower per-job costs. They also aim to save time by doing all the preliminary work at once for all the contracts. For example, according to Frogness, one recent contract required one week of preliminary work as opposed to the two weeks which were allotted. Frogness hopes IPNF's example will encourage other forests to "jump in with both feet" with NEPA contracting.

Given the realities of a large NEPA workload, budgetary constraints, and personnel ceilings, the practice of hiring outside consultants in Region 1 in order to get this work done, becomes increasingly attractive. As with any spawning project, there is still work to be done, but the results of NEPA contracting in the Region show promise for a profitable and productive future.

## The Leading Edge

by Regional Forester, John Mumma

As many of you are aware, I am interested in seeing a greatly increased use of contractors for our NEPA projects. Our NEPA workload continues to increase faster than we can meet the challenge, and even though our Forest Service folks are perfectly qualified to do the job, we are pushing our capabilities to the limit. At the same time, our work-year-equivalent ceilings are real and not going to go away. Contracting NEPA is one way to solve this problem, and as you can see from the article on page one, this answer has been working.



John Mumma

I asked Justin Landis, a graduate student in environmental studies at the University of Montana, to do an objective study and report on NEPA contracting in the Region. Justin has explored some of the NEPA contracting projects in our Region, interviewing contractors as well as our Forest Service people to get the full picture of how well it's working. He relates the pitfalls as well as successes. The article is a summary of Justin's findings.

I urge you to consider NEPA contracting in projects you are proposing. This solution may help you win the battle we all face with more work and fewer people. Contact any of the people noted in the article who have already tried and tested this method if you want more details.

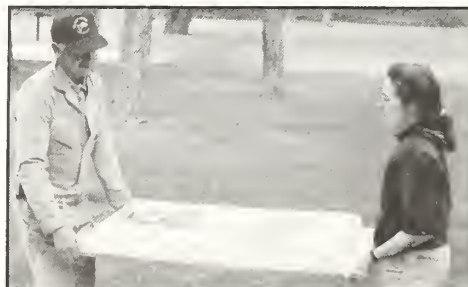
### Kootenai National Forest

## Ant Flat Celebration

by Dellora Gauger, Public Information Assistant

Employees, retirees and project partners and cooperators of the Fortine and Rexford Ranger Districts were invited to a 100th Birthday Party and North End Centennial Reception at the historic Ant Flat Ranger Station.

Events of the day included: welcoming speeches by District Rangers Tom Puchlerz and Drew Bellon, three



interpretive walks on the newly completed Ant Flat Nature Trail and games and horseshoes for kids and adults. Displays were set up describing Forest Service history and New Perspectives as well as methods of forest management, prescribed burning and fire prevention.

Pictured at left: Don Roseaan and Marcy Warner transport the 2x4 cake

## Artifacts Found On The Deerlodge

by Palmer Bowen, NEPA Assistant

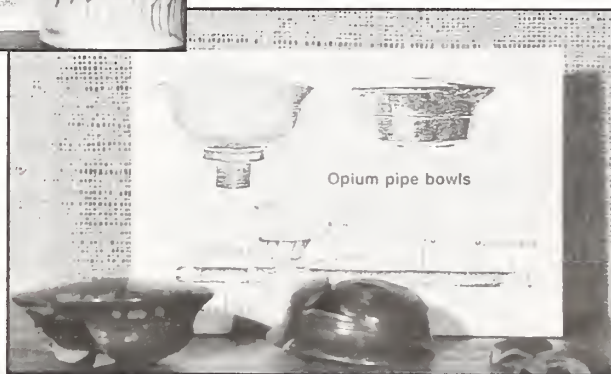
**T**he Deerlodge National Forest is perhaps best known for its historic mining. In keeping with this reputation, Forest archaeologist Richard Periman, co-op archaeologist Julie Jackman and archaeologist technician Greg Leetz have made a significant contribution with the excavation of artifacts which help in understanding the prehistoric use of the forest.



The painstaking investigation of a site located in the Highland Mountains has yielded projectile points and other artifacts never before found on the forest. Ranging from a period between 10,000 years to shortly before pre-settlement times, this find confirms earlier suspicions that the Deerlodge was utilized by prehistoric peoples. Subsurface inventory methods have also yielded information about site formation processes that will help find other probable sites. Periman said the site has been "pot-hunted", or illegally looted by artifact collectors for the past 20 years and a large part of the site has been destroyed. He speculated that some of the older points could have been used during the Paleo-Indian period when hunting involved such exciting big game species as mammoths and now-extinct forms of bison. Unique pottery fragments were also found, suggesting the presence of the Great Basin prehis-

toric people. The site area encompasses several acres and will be nominated for inclusion into the National Register of Historic Places as well as the "Passports In Time" program.

In addition to the prehistorical finds, Periman and forest interpretive specialist John Alley developed a display earlier this year for Montana's "Archaeology Week". The display highlights artifacts recovered during the mitigation excavation of the Beal Mountain Mine. The display, "The Chinese Miners of German Gulch" contains the remains of ceramic spoons, portions of a ceramic wine warmer, wok and opium pipe. This display also gives the spectator a feeling for the daily lives and lifestyles of the early Chinese miners. German Gulch, where Pegasus



Chinese artifacts from the German Gulch

Gold's Beal Mountain Mine now operates, was home to approximately 100 to 200 Chinese miners between 1870 and 1900. A typical scenario for many of the mining districts involved the Chinese moving into an area as the first "boom" would go "bust" which enabled them to extract their living material from the remains of the area.

As a means of further explorations into this project and others similar to it, archeologists, interpretive specialists and recreation program managers met in Butte on September 30-October 4 to discuss the future of cultural resource management in the Region.

### Lolo National Forest

## A Gift For Wilderness

by Greg Munther, District Ranger

**T**he commitment to wilderness education was demonstrated by one Forest Service employee recently, with a \$500 personal check written to the Ninemile Wildlands Training Center.

Linda Merigliano, a wilderness supervisor for the Teton Basin Ranger District, Targhee National Forest, recently sent the donation to Ninemile to express her support for the ongoing wildlands training. Merigliano requested that her donation be applied to two pioneer training efforts. The first stipulation involves the preparation of a one-day wilderness awareness training program to be offered to general Forest Service employee audiences and one to employees of other cooperating agencies. Susan Thomas of the Wenatchee National Forest is currently detailed to work on this project. The second request made by Merigliano is to implement a project

which would create wilderness excellence teams to assist forests or districts in resolving wilderness related problems. Gary Oye of the Shasta Trinity National Forest is currently detailed to work on this project. Linda will soon be assuming the role of wilderness coordinator on the Bridger-Teton National Forest.

In recognition of the many individual efforts, as well as a message to those who care about wilderness for the future, the Lolo NF staff appreciates the energy and commitment of all those who have helped create and support the Ninemile Wildlands Training Center. The contribution of ideas, energy or helping financially toward training offered at Ninemile are an outstanding way of insuring that training and education is provided to both the users and managers of wilderness for the future.



## Looking at the Selway Face

by Steve Blair, Wildlife Biologist

**L**arge wildfires of 1910, 1919, and 1934 converted thousands of acres of forest lands to long-term brush fields in an area of northern Idaho otherwise known as "The Selway Face." In order to maintain the elk populations in the area, brush fields along the Selway River have been re-burned to maintain valuable winter forage for elk. As a result of recent studies by the Nez Perce NF and the University of Idaho, the Rocky Mountain Elk Foundation has shown great interest in the research of the elk in this area and has consequently contributed funds for monitoring the effects of the burn.

In order to take part in the continued studies, both the forest and the university are monitoring and evaluating the burn program by sampling soils, vegetation and animal use patterns at different elevations. Dr. Jim Peek of the University of Idaho oversees the study program which he helped design. The results and findings of his study are expected in early 1992.

Currently, the practice of repeated brush field burning on a 15-20 year basis is considered the appropriate method of maintaining quality winter forage and habitat conditions for wildlife and big game. As for the maintaining of the 38,000 acres of elk winter range in the "Selway Face," about 12,500 acres of prescribed burning is required. In the past, burning at these intervals was thought to cause a reduction in soil organic matter and nutrients. This theory is now being re-evaluated in the "Selway Face," which is located in the Clearwater Basin.

Ecologists recognize that many biotic communities in the northern Rockies evolved with periodic wildfires. Although fire suppression reduces the natural role of fires in the dynamics of ecosystems, experts believe there is a correlation between the absence of fire and the decline of some sensitive plant and animal species. Forest managers are hoping to utilize the results of the project in making better decisions on elk habitat improvements and in maintaining other plant and animal species that have evolved in fire-dependent ecosystems for the future.

"Managing diverse biological systems is a vital role for us today," said Steve Blair, Nez Perce Forest wildlife biologist. "In our efforts to maintain elk habitats, we must be aware of the benefits and impacts from prescription fires. Knowing how, when, and where to use fire is very important in mimicking the natural process," he added.



## Seniors Host Campgrounds

by Shirley Marsh, Personnel Assistant

**B**eing a retired senior citizen is not a prerequisite for campground hosting, but the job seems to easily fit into the lifestyle of a retiree. To qualify, you need to be friendly and cooperative, enjoy the outdoors, and be eager to learn and share your knowledge.

"Campground hosts provide a valuable service," said Chuck Troxel, recreation forester on the Bitterroot National Forest. "We like to keep hosts at campgrounds that receive a high level of summer use. The major portion of the job is public relations, instructing visitors where to go and what to see in the Bitterroot. In addition, the hosts perform light maintenance, cleanup and keep records of visitor use in the campground. Knowing the type of recreational vehicles people use and the number of campers per campground helps us with future remodeling and construction of our camp sites."

Mickey and Bus Badger spent their first year as hosts at the Charles Waters Campground on the Stevensville Ranger District. Bus and Mickey retired five years ago and moved to the West Fork of the Bitterroot. Bus ran huge ranches in Montana, Wyoming and California prior to his retirement and is an accomplished horseman and artist. He is recovering from a stroke, but still paints and does beautiful leather tooling. Although Bus has to whisper because of a paralyzed vocal chord, he can still tell his cowboy stories. In addition to assisting visitors at the campground, Mickey spends her days taking care of the chores and writing more cowboy poetry for her second book.

Members of the Mountain Shadow Good Sam Chapter are hosting for their second season at the Indian Trees Campground on the Sula Ranger District. In addition to serving as hosts, they have also planted trees and cleaned campgrounds on the West Fork Ranger District. The Chapter recently received top honors as "Chapter of the Year" at the State Samboree in Great Falls for their outstanding leadership and enthusiasm in community projects. The Forest Service sincerely appreciates their help and assistance.

Another pair of hosts, Forest and Margaret Roth are spending their second season at the Spring Gulch Campground on the Sula Ranger District. Forest retired four years ago after 25 years with the railroad. They also operated a small farm and raised milk cows. They are hoping to sell their home north of Hamilton to devote their time as full-time campground hosts. This winter, they would like to host in southern Arizona, near Yuma. The Roths are both very energetic people and when they aren't talking with campers, they can be found trimming brush, mowing grass and doing other jobs around the campground.



## Sheep Saved Through Partnership

**I**n general, the management of wildlife herds is a complicated process and usually involves the cooperation of several partnerships. Recently, seven agencies, both public and private, contributed their wildlife resource talents to manage one of Montana's remaining 13 native bighorn sheep herds.

As noted by wildlife researchers, the Stillwater Valley bighorn sheep herd has recently undergone severe and potentially catastrophic population fluctuation and has required the immediate attention of resource managers. Fortunately, the Montana Department of Fish, Wildlife and Parks, and the Forest Service, combined with outfitter Paintbrush Trails, Voyageur Outward Bound School, the Stillwater Mining Company and the Beartooth Guest Ranch became involved in the study which was intended to identify the agents causing the decline in the herd.

After sufficient data had been gathered, the Beartooth Ranger District of the Custer NF, and Fish, Wildlife, and Parks jointly authorized a management plan which included specific actions that would affect the sheep habitat or individuals in the herd. One of the most notable actions was the planned



*Stillwater Valley Bighorn Sheep*

treatment of lungworm infected sheep with medicated salt. Typically, a severe infestation of lungworm may result in low lamb survival and increased adult mortality.

Since the entire effort took place in the wilderness, no motorized equipment such as helicopters could be used to transport either the salt or personnel. Therefore, all of the management tactics were achieved using primitive transpor-

tation like packing and extensive hiking.

As many of the herd sitings were close to 11,000 feet, horses could no longer be used to transport the medicated salt. Thanks to the Outward Bound School groups, the last leg of the journey was made on foot. The groups split up into three person teams and travelled to the final destinations on day hikes.

By the afternoon of August 8, all medicated salt was in place and available to the sheep. Without the commitment and close coordination of all the members involved in this cooperative effort this task would not have been possible. The Beartooth Ranger District wishes to thank everyone who was an intricate part of this wildlife resource management success story.

## Flats For Bats

*by Terri Marceron, Assistant District Ranger*

**S**even hammer-happy scouts nailed away 15 bat houses as part of the Lewis & Clark NF and the Montana Department of Fish, Wildlife and Parks Nature's Den afternoon programs at the State Fair. Joe Metcalf, Great Falls Scout Troop #5 member, organized the activity for his Eagle Scout project. Joe obtained the bat house materials as a donation and two MDFWP volunteers cut the wood according to the Bat Conservation Association's specifications. Joe supervised the building of each bat house with six troop members scheduled for a three-hour demonstration program. Joe answered lots of visitor questions regarding bats and bat houses. Visitors were able to pick up bat literature, including bat house plans. Joe distributed 13 of

the constructed houses to visitors who expressed interest in having bats as their immediate neighbors. In addition, two of the

houses will be placed in the forest.

Joe's interest in bats will continue as he tracks the success of bats using the houses with the 15 new bat house owners. Of course, who wouldn't want to share their neighborhood with a bat — a single bat's consumption of 500-600 mosquitoes an hour was enough to spark an interest in the visitors who stopped by the bat house building demo.

In addition to the bat house exhibit, other representations of the Forest Service during State Fair week included: mule packing by Patti Johnson; and chuckwagon cooking, log skidding, shake splitting, blacksmithing and hewing by Bob Casey.



*Two Troop #5 members are hard at work constructing bat houses.*

## Clear Creek Gets A Facelift

by Wayne Paradis, Fisheries Biologist

**C**lear Creek is a tributary to the Middle Fork Clearwater River and enters just upstream from Kooskia, ID. Historically, Clear Creek was a major producer of steelhead trout and chinook salmon. In 1967, a major flood severely damaged the creek and was channeled and straightened to protect private landowners from future flood damage. Consequently, as result of the flood and channeling, the fish habitat in Clear Creek suffered.

In August of this year, the second phase of rehabilitation for Clear Creek was designed and implemented. The first phase was implemented in 1987 by Nick Gerhardt of the Nez Perce NF, who organized and coordinated a resource management team (CRM) in order to address the problems in Clear Creek. However, in order to continue addressing the fish habitat problems, the 1991 second phase involved designing an instream environment improvement method for the creek. As was discovered during extensive research in the past, there was over a ten degree fahrenheit increase in water temperature from where the stream left the forest to the fish hatchery down stream. The project involved narrowing and deepening the low flow channel of the creek in order to cool the water and improve instream fish habitat.

This project involved many hours of moving and hauling boulders and soil. This soil was donated by private and public groups and businesses. Both private and public agencies and businesses also contributed several hours of intensive labor as well. For example, Mike McCall, Region Two Wildlife Council, the Idaho County Road Department, and Martin Haarr of Haarr Excavation, began hauling basalt boulders which were donated by the Burlingame Flying B Ranch. Ray Latham of the Nez Perce Tribe water resource division was on site to direct the trucks to the appropriate sites. Later the boulders were placed in the creek not to constrict high flows, but rather to deepen and narrow the low flow summer channel.

The Clear Creek CRM hopes to use this project as an example of how to physically improve riparian planting sites and instream fish habitats. With State, Federal and private citizens working together, Clear Creek, as well as many other streams, may become major producers of steelhead trout and chinook salmon.

### In Memoriam...

**Richard Hanson**, former Forest Service lookout died September 13, 1991 in Coeur d'Alene, ID. He was 56.

**I. "Inky" Hoiseth**, 83, former Forest Service road crew worker on the Kootenai NF died October 11, 1991 in Naples, ID.

**Nancy Nelson**, 74, former secretary for the Forest Service in the Idaho Panhandle National Forests died in Sandpoint, ID, on October 7, 1991.

**Herbert M. Oertli**, 67 of Florence, MT, died of cardiac arrest on October 19, 1991. He worked for the Forest Service on trail crews, as a smokejumper, and a fire control officer on the Sula Ranger District. He retired as dispatcher at the Aerial Fire Depot in Missoula in 1974.

## Work For Seniors

by Joe Crowley, Manpower Development Specialist

**D**uring the past program year, the enrollee's in the Forest Service's Northern Region's Senior Community Service Employment Program (SCSEP) accomplished work for the Forest Service that was appraised at over \$1,183,000. However, more important than this was the fact that the program was able to provide meaningful work experience and training to 157 enrollees.

The Senior Community Service Employment Program is a program administered by the Department of Labor and is operated by States and 10 national sponsors. The Forest Service is the only Federal national sponsor of the program. In contrast to the other sponsors, the Forest Service provides work experience for its SCSEP enrollees in its own sites across the nation.

The SCSEP is intended to provide work experience, training and development, social interaction and a chance to build self-confidence in the work place for people 55-years old and older. There is no upper age limit. In addition to the minimum age requirement, potential enrollees also have to meet certain income eligibility requirements. The program also provides an annual physical examination. Enrollees are paid minimum wage for a maximum of 1,300 hours a year, usually working about 20 hours a week. One intent of the program is to place at least 20 percent of the enrollees in unsubsidized placement or paid employment outside of the SCSEP. Last program year the Northern Region accomplished 155 percent of its unsubsidized placement target.

Enrollees in the Forest Service program work in a wide variety of jobs. A few examples include: office work, campground maintenance, tutoring Job Corps students, and performing wildlife studies. One enrollee was the subject of a national television news story for her involvement with moose studies.

The Senior Community Service Employment Program has been in operation for 25 years, and next year will mark the 20th year of Forest Service involvement with the program.





## "Adopt-A-Trail"

by Steve Wegner, Hydrologist

**T**he month of July brought a chance for the resource section of the Kootenai National Forest Supervisor's Office to explore the great outdoors. The "Adopt-A-Trail" program required that the members of the section spend three days in the Cabinet Mountains Wilderness as part of a team building effort. This effort included working on the Minor Lake Trail which entailed brushing, digging waterbars and cutting trees for five miles of trail.

Fortunately, the team members also had a little help from their pack animals. Horses and llamas were used to haul all the gear and food for seven people. These animals ended up working well together, showing that they can easily share the same trail.

The "Adopt-A-Trail" maintenance duty worked out so well, for the resource section members as well as the animals, that a decision was made to clear a new trail every year.



*Wildlife Biologist Bob Summerfield pauses with horses and llamas by Minor Lake.*

## Students Help With Clean Up

by Jane Weber, Interpretive Center Coordinator

**N**ineteen students from Largent School in Great Falls, MT, recently traveled to the historic area of Sulphur

short lectures on the history, geology, hydrology, and the benefits of no-trace camping. Accompanying the students were Lewis & Clark National Forest employees Ron Yates, Dale Schaeffer, Val Hancock and Michael Wolfe.



*Largent School students help clean up debris around the Sulphur Spring area.*

Spring for a day in the great outdoors. Other than experiencing the fresh air and countryside for themselves, the students also participated in a special education program offered as an alternative to regular high school. The purpose of the field trip was to clean up litter and shotgun shells and generally spruce up the historic area. After the cleanup, the students listened to

a local river outfitter and guide who conducts float trips down the Missouri River.

Officials of Montana Power Company, the owners of the land where the spring is located, have begun discussions about a possible donation of a conservation easement to the Forest Service. This easement would provide public access to the spring and protection of its natural and cultural resources.

## Forest Reserves and Forest Rangers

by Terry West, Forest Service Historian, Washington Office

**P**assage of the Federal Forest Reserve Act of 1891 gave the President authority to set aside timberlands from the public domain, but at the time the purpose of these reserves remained a matter of congressional debate. Roughly 40 million acres were established as reserves by 1897, the year Congress finally defined the purpose of the reserves (watershed protection and source of timber supply for the Nation) in the Forest Management ("Organic") Act. The act also gave the Secretary of the Interior authority to regulate occupancy and use within the reserves, develop mineral resources, provide for fire protection, and permit the sale of timber. It was left to the U.S. Army to police Yellowstone Park from the years 1886 to 1918. But beginning with the creation of Yellowstone Park Timberland Reserve on March 30, 1891, however, supervising the reserves became the responsibility of the Interior Department.

Bernhard Fernow is credited with providing the model—adapted from the Prussian system of state forest management—in an 1891 report on how to manage the reserves. The task actually was undertaken by the Department of the Interior until 1905—first by the Government Land Office and then, in 1901 the Forestry Division under Filbert Roth—earlier Roth had worked for the Department of Agriculture under Division of Forestry director Fernow. The two Departments' forestry divisions cooperated on forest reserve programs.

Early custody of the reserves by the Government Land Office was based on a hierarchy of State superintendents, reserve supervisors, and rangers who managed districts within the reserves. The key to success of forest reserve management was the ranger.

The word "ranger" was an American variant of the ancient French verb for "rover", introduced to England by the Normans who came with William the Conqueror in 1066. Rangers were the game wardens on the Royal Forests of England and became the foragers/scouts of colonial expeditions in Virginia in 1716. The forestmaster of Prussian forestry became the forest ranger or protector of the reserves after 1891. Beyond this vague notion of protecting the reserves, the actual duties of the first rangers were rather unclear to all concerned.

One of the early rangers was Edward T. Allen. He was hired at \$50 per month in 1898 by the Government Land Office and sent West to Washington State to assume the post of ranger on the Washington reserve (now the Gifford Pinchot National Forest). After he reported to his supervisor in Tacoma, Allen waited for instructions, only to be told: "That letter (you have) appoints you as a forest ranger, doesn't it? It is signed by the Secretary of the Interior, isn't it? Well, you are now a forest ranger—so go out and range!"

Allen helped set the future trend for rangers by departing for his district, buying a horse, and exploring the area until he knew it in detail; he then proceeded to define his job while doing it as he saw fit. Later in 1902, he helped Roth at the Interior

Department to prepare the Forest Reserve Manual, the book of regulations that evolved a few years later into the Forest Service Use Book. The challenge of the job along with the opportunity to earn a steady income in rural areas of the West appealed to venture-some local men. The first-defined duty of the ranger was to protect the reserve's resources. In 1898, William Kreutzer left ranch work to be appointed an early ranger in Colorado "to protect the public forests from fire or any other means of injury to the timber growing in said reserves," or so his certificate of office stated.

By 1899 the USDA Division of Forestry under Gifford Pinchot was expanding rapidly, because of the lack of professional foresters, student assistants were being hired from the few existing forestry schools, especially Yale. By 1901 the Department of the Interior Division of Forestry and the Department of Agriculture Bureau of Forestry divided the task of Federal forestry. Interior personnel patrolled the reserves and Agriculture foresters provided technical management plans. The Forest Reserve Manual of 1902 regulated timber use and grazing. The enforcement of grazing regulations was to be a constant challenge for many rangers.

The job of gaining the cooperation of forest users by earning their respect fell to the district rangers. Accustomed to taking timber and forage from adjacent public lands at will, local forest users did not easily accept regulation. The employment of local men as rangers helped, since these rangers drawing on their common background could persuasively explain the need for rules to their friends and neighbors. Knowledge of local customs sometimes extended to local language. The 1906 Use Book section on rangers states that those employed in Arizona and New Mexico should know "enough Spanish to conduct reserve business with Mexicans"(sic)."

By 1905, with the transfer of jurisdiction of the reserves to the Department of Agriculture, the Bureau of Forestry accepted transfer of many of the early Government Land Office field people and mixed them with their own staff, including the numerous student assistants. In 1901 out of a staff of 179 in the Bureau of Forestry 81 were student assistants. The Forest Service to its credit brought out the best in its rangers: Many of the Eastern "dudes" soon were as adept at Western ways as the local rangers, while more than one Western-born ranger was promoted to top management. A further factor in ranger selection in 1905 was the extending of Civil Service authority to the forest reserves. The Forest Service—the new name for the former Bureau of Forestry—developed the first exams (written and practical) for rangers by May 1906. The physical standards demanded then would not apply today with early

*continued on page nine.*





## Conservation Ambassadors Form Global Partnership

by Seth Diamond, Wildlife Biologist

**I**ssues like global warming, tropical deforestation, and biological diversity signify a new age in conservation. Administrative and political boundaries no longer confine the major environmental issues because today's ecological problems demand a broader vision. In 1990, Congress and the President recognized this need and passed legislation that greatly expands and strengthens the Forest Service's role in international resource management. The Forest Service has affirmed this new direction by making "increased responsiveness to global resource issues" one of its four guiding themes for the 1990s. Despite this new emphasis, the vision of most forests stops at the boundary.

The Lewis and Clark National Forest has taken the first step in tearing down the forest boundary walls by developing the Conservation Ambassadors initiative. Conservation Ambassadors is a pilot program that will link the Lewis and Clark National Forest with "partner" land managers and educators in Belize (previously known as British Honduras). The goal of Conservation Ambassadors is to create a formal channel for exchanging expertise and experiences that will lead to improved natural resource management for both partners. This partnership will be institutionalized by memorandums of understanding to insure its long-term vitality. We envision Conservation Ambassadors as a breeding ground for innovation, a source of enthusiasm and renewed vigor, and a special bond between the Forest Service and the international resource management community.

A cadre of 20 Lewis and Clark Ambassadors have been selected to spearhead this initiative. This team is composed of a diverse array of experienced resource and administrative personnel, including wildlife biologists, range conservationists, foresters, fire management specialists, natural resource law

enforcement officer, recreation specialists, cave manager, anthropologist, botanist, marine biologist, planners, and our Forest Supervisor. The Lewis and Clark National Forest has made a commitment to provide the funds that will enable these individuals to devote substantial time to Conservation Ambassador activities.

A spirit of true partnership is at the heart of Conservation Ambassadors. The Lewis and Clark National Forest will be seeking fresh approaches to natural resource problems from our Belizean counterparts. We will also be seeking to enhance our ability to understand and respect values and cultures different from our own.

Each year the Lewis and Clark National Forest and our partners in Belize will identify at least one cooperative venture. These ventures will typically require a group of Conservation Ambassadors to spend one to three weeks in the host country. Ideally, ambassadors from the Lewis and Clark NF and the Belize Conservation will both have the opportunity to visit host countries at least once every other year. Additional work will be completed by Conservation Ambassadors at their home units.

The first cooperative venture involving the Lewis and Clark National Forest Conservation Ambassadors will be collaborating with the University of Montana and the University College of Belize to develop and deliver training courses for government and non-governmental organization personnel with natural resource responsibilities in Belize. Short-course subjects include watershed management and rehabilitation, ecotourism management, social and environmental impact assessment, and middle-management training in development administration. These activities will be developed in consultation with USAID and World Wildlife Fund to complement on-going training efforts.

### **"Forest Reserves..."** *continued from page eight.*

recruitment posters bluntly stating: "Invalids need not apply." Rangers were expected to "build trails, ride all day and night, pack, shoot, and fight fire without losing (their heads)." The new ranger received a salary varying from \$900 to \$1500 per year, out of which he bought his own horse, sidearm, and clothing, and was the lone steward of several hundred thousand acres. As described by Robert J. Duhse (1986:7): "The ranger in his district was often the only policeman, fish and game warden, coroner, disaster rescuer, and doctor. He settled disputes between cattle and sheepmen, organized and led fire-fighting crews, built roads and trails, negotiated grazing and timber sales contracts, carried out reforestation and disease control projects, and ran surveys". Injury and even death was the fate of more than one early

ranger.

It was not until the mid-1930's that the Forest Service announced it would no longer make appointments at the professional level without a forestry or related degree, a move that ended the era of the self-taught, "rugged outdoorsman" in the agency. Of course, not all those early rangers were alone; many were married and their wives acted as their unpaid assistants performing clerical and technical duties, such as tree planting, and fire control. Today, it is not unusual for the district ranger to be a woman, with the further change that she may have a staff of 40 and carry a lap-top computer instead of a pistol into the field. The challenge of the office is no less, and it may be that some rangers today envy early rangers their solitude and freedom.

# Personnel Update

## BEAVERHEAD NATIONAL FOREST

CLEMANS, BARB, supp serv spec, Wisdon RD, cash award  
GREEN, SCOTT, frstr tech, Madison RD, career cond appt  
KING, RICH, frstr tech, Routt NF, reassign, Sheridan RD  
MALECEK, TOM, frstr, San Bernardino NF, promotion, Wise River RD  
MURRELL, OTIS, comp prog, SO, promotion  
OURADA, CHRIS, supp frstr tech, Sheridan RD, promotion  
OZZENBERGER, JAMES, rge conserv, reassign, Wise River RD  
STEWART, DARRELL, frstr tech, Madison RD, career cond appt

## BITTERROOT NATIONAL FOREST

AMSDEN, BRUCE, civ eng, SO, belt buckle award  
BIBLER, JEANNIE, cook, Trapper Creek CCC, cash award  
BLINN, MIKE, centr bus mgmt asst, Trapper Creek JCC, reassign, Lolo NF, contractg  
offr trainee  
BOLTON, JOY, archeol, SO, career cond appt  
BRANDEBERRY, DALE, frstr tech, Clearwater RD, Pierce RD, promotion, frstr tech  
(LEO), Darby RD  
BROWN, IRENE, cook, Trapper Creek CCC, cash award  
CONNER, DEDNI, comptr asst, Darby RD, promotion, compr prog analyst, R-5, Tahoe  
NF  
CURRY, NORBERT, frstr tech, Stevensville RD, promotion & cash award  
DeBARBER, JOHN, frstr tech, Darby RD, cash award  
DEMONTIGNY, JACQUELINE, co-op stu trainee(ecol), Stevensville RD, exc appt-cond  
DIES, DIXIE, pub affairs offr, R-10 Chugach NF reassign, SO  
EDDY, BILL, frstr tech, Sula RD, cash award  
FRASER, JUDITH, frstr tech, R-6, Wenatchee NF, Cle Elum RD, promotion, Sula RD,  
wilderness spec  
HAYWARD, RON, info sys mgr, R-6, Okanogan NF, reassignment, SO, supv computer  
prog analyst  
HEMPHILL, SUNNY, manpwr devel spec, WO, reassign, prog mgr, Trapper Creek CCC  
HINMAN, LENNY, frstr tech, Darby RD, promotion  
KIESSLING, JILL, clk typ, Stevensville RD, belt buckle award  
KING, DON, frstr tech, West Fork RD, promotion, cash award  
LABRIER, HC, prog mgr, Trapper Creek CCC, retirement  
LINKENHOKER, CHRISTOPHER, frstr, R-6, Ochoco, NF, reassign, West Fork RD,  
resour coor  
LOESCH, JIM, frstr tech, Stevensville RD, belt buckle award  
LOKKER, ROBERT, frstr, West Fork RD, cash award  
McCLURE, TOM, rge conserv, R-2, White River NF, Rifle RD, reassign, Sula RD, rge  
conserv  
NIELSEN, HENRY, wrk prog officer, Trapper Creek CCC cash award  
O'DONNELL, DAN, cook foreman, Trapper Creek CCC, belt buckle award  
OLIVER, MIKE, pub affairs spec, SO, reassign, Helena NF  
PENDLEY, TRISHA, stu trainee (frstr), West Fork RD, exc appt-cond  
PRICE, JEANNETTE, bdgt & acct officer, Lolo NF, promotion, deputy prog mgr, Trapper  
Creek CCC  
RYKE, NANCY, wildl biol, SO, cash award  
SCHREIBER, WINNIE, frstr, Darby RD, temp promotion  
TAYLOR, CARY, frstr tech, Darby RD, cash award  
THOMAS, ART, soc srvc asst, Trapper Creek CCC, promotion R-9, Nicolet NF, spvry soc  
srvc asst  
THOMPSON, KIRK, supv civ eng, SO, belt buckle award  
TROXEL, CHUCK, frstr, SO, cash award  
VOLLICK, RICK, frstr tech, Stevensville RD, transfer/promotion, frstr, Sunkhaze  
Meadows National Wildlife Refuge, Orono, Maine  
YETMAN, CAROL, frstr tech, Darby RD, cash award

## CLEARWATER NATIONAL FOREST

ARSENA, JERRY, frstr, Ochoco NF, reassign, SO, planner  
BRANDEBERRY, DALE, frstry tech, Pierce RD, promotion, frstry tech, (LEO), Darby RD,  
Bitterroot NF  
BROWN, VICKI, clk/typ, SO, promotion, pers clk, SO  
DENNISON, RYAN, frstry tech, North Fork, RD, cash award  
ELLIOTT, DENNIS, frstr, Powell RD, cash award  
EMERY, DAVID, frstry tech, North Fork RD, cash award  
ENGLAND, TERI, frstr, Pierce RD, lateral, Big Timber RD, Gallatin NF  
GOCHNAUR, DOUG, frstr, Mt Hood NF, reassign, SO, team ldr  
GRUBB, STEPHANIE, frstry tech, North Fork RD, cash award  
HENSLEY, BRIAN, frstry tech, North Fork RD, cash award  
HOGLAND, LINDA, supp srvc supvr, Palouse RD, promotion, dist AO, Siuslaw NF  
JOHNSTON, ROBBIN, archt, Palouse RD, coop ed stu appt  
KASZA, JOHN, supvry civ eng, Idaho Panhandle NF, promotion, SO  
KLINKE, MARK, frstry tech, Pierce RD, cash award  
LAMUNYAN, PEGGY, info receipt typ, Pierce RD, cash award  
LYNCH, THOMAS, frstry tech, SO, resignation  
POPE, JEFFREY, frstr, Stanislaus NF, lateral, Powell RD, interdis. planner  
ROGERS, SUE, supp srvc supvr, SO, promotion, dist AO, North Fork RD  
THEIMER, MYRA, frstr, North Fork RD, cash award  
UPTON, EDNA, mail/file clk, SO, reassign, clk/typ, SO

## CUSTER NATIONAL FOREST

ALT, BARBARA, supp srvc spclst, Beartooth RD, perf award  
ANKRUM, LORI, resour clk, SO, promotion, resour asst  
BAKER, GERARD, asst dist rgr, McKenzie RD, reassign, Beartooth RD  
BISHOP, NORM, frstr tech, Medora RD, perf award  
BRAUN, BERNADETTE, resour asst, Sheyenne RD, temporary promotion  
BREAK, THOMAS, pers clk, 50, reassign, R-3  
BURGER, GUADALUPE, rge con, Lewis & Clark NF, reassign, Medora RD  
BURNS, LAURA, supvry frstr, Beartooth RD, perf award/reassign, R3

FRIDLEY, BETTY, bus mgmt asst, McKenzie RD, reassign, applica clk  
GILMAN, ROBERT, supvry rge conserv, Ashland RD, promotion, dist rgr, Deerlodge NF  
GLASOE, CURT, civ eng, EZE, promotion  
GRINDE, CYNTHIA, resour clk, McKenzie RD, reassign, applica clk, Medora RD  
HIGHERBERGER, THOMAS, outdr rec plnr, R-2, reassign, Beartooth RD  
KINDLE, BRYAN, rge con, BIA, transfer, McKenzie RD  
LUNSFORD, MARY, purch agt, SO, reassign, info asst  
MARK, CHARLES, frstr, Beartooth RD, promotion  
MICHAUD, KAREN, frstr tech, R-6, reassign, SO  
MILBURN, SHERRY, pub aftrs spec, SO, promotion  
MOTSKO, PHYLLIS, info recep, NPS, transfer to bus mgmt clk, McKenzie RD  
NEGUS, MARJORIE, info recep, SO, retire  
OLSON, TERRY, frstr tech, Ashland RD, reassign, SO  
PAINTNER, WAYNE, dist rgr, McKenzie RD, promotion, supvry frstr, R-3  
QUALE, BRENDA, rge con, Medora RD, promotion  
SEXTON, MARK, frstr tech, Sioux RD, special act award/reassign, McKenzie RD  
SHIMEK, DELORES, supp srvc sprvr, McKenzie RD, promotion  
SMITH, CARLETTE, comp asst, SO, reassign, comp spclst, R-2  
SMITH, LAWRENCE, frstr tech, SO, special act award  
SOLE, TODD, soil sci, SCS, transfer, McKenzie RD  
STUDINER, SCOTT, appt, stu trainee (rge conserv), Ashland RD  
THORNTON, MARTINA, applica clk, Medora RD, reassign, realty specialist  
TOMAC, JEFF, appt, stu trainee (rge con), Medora RD  
TOPIC, ROBERT, comp spec, SO, promotion, R-2  
TURBIVILLE, GAIL, supp srvc spec, Sioux RD, promoted  
VAN OMMEN, LESTER, career cond, comp asst, McKenzie RD  
VISCONTY, GREG, geol, R-6, promotion, SO  
VOGELE, DIXIE, stu trainee (frange conserv), Sioux RD, terminated  
WALTOS, ARLIS, reinstated to sec (OA), NDC  
WHITE, LEROY, frstr, SO, temp promotion  
WHITEMAN, WENDY, stu trainee (bus mgmt), SO, career cond appt, pers mgmt spec  
trainee  
WICKEL, JAMES, interdisciplinary, McKenzie RD, promotion, dist rgr, R-4  
WIEGAND, ROBERT, frstr, SO, promotion

## DEERLODGE NATIONAL FOREST

BALLANTYNE, LARRY, frstry tech, Butte RD, career cond appt  
BARKLEY, ROY, frstry aid, Deer Lodge RD, cash award  
BUCK, KIMBERLY, stu trainee, Jefferson RD, resignation  
BURT, DAN, frstry tech, Philipsburg RD, cash award  
CONNORS, PATRICK, welder trng ldr, Anaconda CCC, cash award  
CORRIGAN, ROSEMARY, tchr, Anaconda CCC, career promotion  
CUNNINGHAM, DAVE, frstry aid, SO Engrg, cash award  
DIEBOLD, SIRI, realty spec, SO Engrg, cash award  
DODGE, JOCELYN, frstr, Butte RD, cash award  
DUECK, SANDRA, vouch exam, SO Bus Mgmt, cash award  
EVANS, PATRICE, comp asst, SO Bus Mgmt, cash award  
FINK, MICHAEL, frstry tech, Philipsburg RD, cash award  
GAFFANEY, JOAN, frstry tech, Philipsburg RD, promotion  
HAMMOND, ERROL, frstr, Deer Lodge RD, cash award  
HARRIS, ALLYN, autmtv mech, Anaconda CCC, cash award  
HEAPHY, LAURENCE, soc srvc asst, Anaconda CCC, conv to career cond appt  
HOTALEN, THOMAS, trng instr, Anaconda CCC, cash award  
KELLEY, STEVE, frstry tech, Philipsburg Rd, conv to career cond appt  
KILLOY, JAMES, elctrcn, Anaconda CCC, cash award  
MCFARLAND, ELIZABETH, geol, Butte RD, promotion, NEPA coord  
MCGOVERN, JACKELYN, recr asst, Dept of Rec, transfer, Anaconda CCC, recr asst  
MCINTYRE, MURRAY, welder trng ldr, Anaconda CCC, cash  
MARTIN, MICHAEL, frstry tech, Philipsburg RD, conv to  
MASON, BRUCE, laborer, Philipsburg RD, cash award  
MICKELSON, ROBERT, frstry tech, Philipsburg RD, cash award  
OLSON, TRUDI, clk/typ, SO, promotion, bus mgmt  
PATTERSON, PHOEBE, frstr, reassign, SO, NEPA appeals coord  
PUCCINELLI, ED, frstry tech, Philipsburg RD, cash award, career cond appt  
SWEET, KATHLEEN, wri-edit, Philipsburg RD, conv to career appt  
WEIKEL, ROBERTA, budg & acct anal, SO Bus Mgmt, temp promotion  
ZIEGLER, BARRY, laborer, Philipsburg RD, cash award

## GALLATIN NATIONAL FOREST

BOWMAN, JEANNE, frstr tech, Central Timber, cash award  
BRADY, STEVE, dist ranger, Idaho Panhandle NF, promotion, Big Timber RD  
CHRISTENSEN, DALE, frstr tech, Big Timber RD, resignation  
DIXON, BEV, prog asst, SO, cash award  
EHRNBERGER, FRANK, supv civ eng, LoLo NF, promotion, SO  
ERICKSON, KEVIN, frstr tech smkjmpr, IAFCC, career cond appt/promotion  
GAHAGAN, GINA, frstr tech, Central Timber, cash award  
GRABINSKI, TOM, civ eng, SO, promotion, Kootenai NF  
GRESSWELL, ELLEN, business mgmt clk, Park Service, transfer, Gardiner RD  
HART, DAVE, frstr tech, SO, cash award  
HAWES, CHERRIE, acct tech, SO, cash award  
HOWES, DAVID, frstr tech (smkjmpr), IAFCC, resignation  
JACKSON, FRANK, oper res anal, SO, cash award/reassign, Cibola NF, R3  
KRATVILLE, SANDY, wildl biol, Livingston RD, cash award  
KURZENHAUSER, BOB, vouch exam, SO, cash award  
LINDSKOG, TOM, frstr tech (smkjmpr), IAFCC, cash award  
LOUSEN, BOB, pers offr, Helena NF, reassign, SO  
MAY, BRUCE, fish biol mgmt, SO, cash award  
MONFORTON, PENNY, acct tech, SO, cash award  
SHULER, SCOT, stu trainee (fish biol), Gardiner RD, cash award  
STEIN, COLLEEN, compr asst, SO, promotion  
STOWELL, LINDA, info recep/typ, Bozeman RD, promotion  
TROCHTA, DAN, wildl biol, Hebgen Lake RD, cash award  
WILLIAMS, SHEILLY, civ eng tech, SO, cash award  
ZUBIK, RAY, fish biol, Big Timber RD, cash award



# Personnel Update

## HELENA NATIONAL FOREST

BADGETT, WILLIAM, civ eng tech, SO, award  
 BAILEY, CLIFFORD, eng equip oper, SO, award  
 BIANCARDI, LESLIE, frstry aid, Lincoln RD, award  
 BURROWS, VINCENT, frstry tech, Lincoln RD, award  
 DAUENHAUER, THOMAS, frstry tech, Lincoln RD, award  
 DEHOYOS, JOHN, comp spec, SO, reassign, FAA, Fairbanks, AK  
 ECKBERG, ANDREW, frstry tech, Lincoln RD, award  
 FARRELL, DONALD, civ eng tech, SO, award  
 FINLEY, ROSANNA, frstry tech, Helena RD, promotion  
 FITZGERALD, TIMOTHY, frstry tech, Lincoln RD, award  
 FIKTER, SALLY, frstry tech, Lincoln RD, award  
 GEORGIO, JOHN, mtr veh optr, SO, award  
 JOHNSON, WALTER, mtr veh optr, SO, award  
 JONES, JACK, frstry tech, Townsend RD, award  
 KURTZHALS, KARL, frstry tech, Lincoln RD, award  
 LEWIS, LARRY, civ eng tech, SO, award  
 LYONS, GERALD, frstry tech, Lincoln RD, award  
 MEINHARDT, KIPTON, frstry tech, Lincoln RD, award  
 NOE, RANDAL, frstry aid, Townsend RD, award  
 OLSEN, LOIS, rge conserv, SO, award  
 PAULSON, KATHLEEN, frstry tech, Lincoln RD, award  
 PITTMAN, MAGGIE, pub affairs spec, SO, award  
 PRIMOZIC, JOHN, frstry tech, Lincoln RD, award  
 SCHNEIDER, HOLLY, frstry tech, Lincoln RD, award  
 SMITH, KENNETH, frstry tech, Lincoln RD, award  
 SMITH, LORRAINE, frstry tech, Lincoln RD, award  
 SPANO, ROSE, frstry tech, SO, promotion  
 TURK, WILLIAM, laborer, SO, award  
 VEMAN, JAMES, frstry tech, Lincoln RD, award  
 VIGEN, WILLIS, frstry tech, Lincoln RD, award  
 WALL, DANNY, frstry tech, Lincoln RD, award  
 WILSON, JOHN, frstry tech, Lincoln RD, award  
 BULCHIS, KATHY, wildf bio, SO, promotion  
 BURNS, LAURA, bio tech, Lincoln RD, cc appt  
 COLE, MAUREEN, pers asst, SO, award  
 CUNEO, KURT, rge conserv, Targhee NF, reassign, Helena RD  
 GRIBBLE, DEE, pers asst, SO, award  
 GRUPENHOFF, DOUG, bio tech, Lincoln RD, career cond appt  
 HARPER, ARCHIE, bio tech, SO, cc appt  
 HENNESS, BILL, frstry tech (FMO), Beaverhead NF, promotion, Helena RD  
 HESTER, CHARLIE JR., frstr, Lincoln RD, award  
 HOSKINSON, SALLY, resour clk, SO, award  
 MOE, DUANE, law enf coord, SO, promotion  
 OLSEN, LOIS, rge con, SO, reassign  
 RUDOLF, SUZANN, OA clk, Helena RD, promotion  
 WELDON, GEORGE, dist rgr, Beaverhead NF, promotion, Townsend RD

## KOOTENAI NATIONAL FOREST

BOHN, BRYCE, frstr, Fortine RD, promotion,  
 COATS, KEVIN, appt, wildf biol, Three Rivers RD  
 DIEZIGER, GARY, compr asst, Rexford RD, promotion, compr prog anal  
 EGO, TERRI, frstry tech, RS, Malheur NF, reassign, Libby RD  
 FERRUZZI, CATHERINE, stu trainee (frstry), Fortine RD, conv cc appt/  
 promotion, frstry tech  
 FRENCH, SANDRA, bus mgt clk, Three Rivers RD, reassign, purch agt  
 GHORMLEY, LORRI, pers mgmt speclst, SO, AS, promotion  
 HUNNICUTT, MARY, wildf biol, R/F, transfer, Fish/Wildf Srvc  
 PALMERTON, SHERRY, compr asst, KNF, eng, position change, voucher  
 ex, Flathead NF  
 SYKES, WILLIE, stu trainee (contr), SO, AS, promotion  
 VALENZUELA, IGNACIO, contr speclst, R4, Apache-Sitgreave, reassign,  
 SO, AS  
 VALENZUELA, SUSAN, reinstatement, purch agt, CSSC

## LEWIS & CLARK NATIONAL FOREST

ADOLPHSON, BUZZ, frstr tech, Kings Hill RD, cash award  
 ANDERSON, KENNETH, SCSEP, Kings Hill RD, cash award  
 BRUNO, KENNETH, ld frstr tech, Judith RD, reinstatement  
 BURGER, GUADALUPE, stu trainee, Rocky Mtn RD, conv to career cond appt,  
 rge conserv  
 BUTTS, WAYNE, rge conserv, Musselshell RD, cash award  
 CRAMER, KAREN, visual info assistant, SO, cash award  
 DARLING, BOB, frstr tech, SO, promotion, law enforc prog coord, SO  
 DIAMOND, SETH, wildf bio, Rocky Mtn RD, promotion  
 EAKLAND, JIM, frstr, SO, retirement  
 ERB, CLARA, SCSEP, Musselshell RD, cash award  
 FEARS, DALE, account, SO, assign, budg & acctg anal, SO  
 FIELD, DANA, stu trainee, SO, conv to career cond appt, botanist, SO  
 GRADWELL, JANET, resour clk, NezPerce NF, promotion, SSS, Judith RD  
 HEINEN, DOLORES, purch agt, SO, promotion  
 HENDRICKSON, SUE, pers asst, RO-AFD, reassign/cash award, pers asst, SO  
 HOFFMAN, KAREN, hydrol (R5), promotion, hydrol, SO  
 HORN, KAREN, SSS, Flathead NF, reassign, pers clk, Rocky Mtn RD  
 HORN, TIMOTHY, frstr tech, Rocky Mtn RD, cash award/new hire  
 HUMPHREY, BURTON, suprvy cont spec, transfer, Dept of Int, cont spec, SO  
 JOHNSTEN, JENNIFER, stu trainee (frstry), Musselshell RD, promotion  
 LINDERMAN, DOROTHY, dist clk, Kings Hill RD, reassign, resour clk

MAY, DOROTHY, clk, SO, cash award  
 MORRIS, SANDRA, resour clk, Rocky Mtn RD, cash award  
 NEWTON, RICHARD, arch, Gila NF (R3), promotion, arch, SO  
 NYBO, MAGGIE, secy, SO, cash award  
 OSEN, THOMAS, rge con, Judith RD, promotion/reassign, rge conserv, SO  
 POSER, ELAINE, pers asst, SO, QSI  
 SANDIFER, KEITH, suprvy geol, SO, cash award/promotion, suprvy phys sci, R8  
 STRATHY, ROBIN, geol, Tonto NF (R3), reassign, geol, SO  
 TEUBER, KURT, frstr, Beaverhead NF, reassign, SO  
 VIGEN, INA, SCSEP, Rocky Mtn RD, cash award  
 WHITFORD, TOM, stu trainee, Kings Hill RD, conv to career cond appt, wildf biol  
 WOODS, MARILYN, convey exam, SO, promotion/cash award, fin asst, SO

## LOLO NATIONAL FOREST

ANDERSON, CARL, cash award, frstry tech, Seeley Lake RD  
 ANTONICH, PATRICIA, procmnt clk, Lolo SO, promotion, prog asst, RO  
 BLACKBURN, LISA, cash award, frstry tech, Seeley Lake RD  
 BRANT, BEARCAT, cash award, frstry tech, Missoula RD  
 BROSNAHAN, JOHN, suprvy comptr progrm anlst, WO, reassign, Lolo SO  
 BURNETT CHAD, cash award, frstry tech, Seeley Lake RD  
 DEWITT, CASE, cash award, frstry tech, Missoula RD  
 DEIVBERT, JERRY, wildf biol, Plains RD, reassign, Ninemile RD  
 EDWARDS, TIM, cash award, frstry tech, Missoula RD  
 FASSETT, JAY, cash award, frstry tech, Missoula RD  
 FLINDERS, CHRIS, cash award, frstry tech, Seeley Lake RD  
 FOX, AL, cash award, frstry tech, Missoula RD  
 GILL, MAYME, suprvy bdgt & acctg offer, Beaverhead NF, reassign, Lolo SO  
 GREEN, BARBARA, cc appt, payrl clk, Lolo SO  
 HENDERSON, LINDA, ld frstry tech, Plains RD, promotion, NF of Texas HILL,  
 JENNIFER, cash award, frstry tech, Missoula RD  
 HOLDEN, ROB, cash award, frstry tech, Missoula RD  
 JOHNSON, DENNIS, frstr, Lolo SO, promotion, White River NF  
 KIBLER, CHARLES, cc appt, off autmtn clk, Lolo SO  
 KULLA, ANDY, cash award, rge con, Lolo SO  
 LEETCH, NORA, cash award, frstry tech, Missoula RD  
 MALONE, DENIS, cash award, frstry tech, Seeley Lake  
 MILLER, JERRY, cash award, frstry tech, Seeley Lake  
 MORGAN, SUZANNE, cc appt, frstr, Lolo SO  
 RODGERS, NITA, cash award, asst pers offer, Lolo SO  
 SIMON, RICK, cash award, frstry tech, Seeley Lake RD  
 STARK, JENNY, cash award, frstry tech, Missoula RD  
 STOEFLER, LISA, frstr, IPNF, promotion, Ninemile RD  
 TANBERG, KAREN, cash award, Seeley Lake RD  
 THOMPSON, GENE, cash award, frstry tech, Missoula RD  
 THOMPSON, STEVE, cash award, frstry tech, Seeley Lake RD  
 TRIPLETT, SHAWNA, cash award, frstry tech, Missoula RD  
 WIEDER, ROXEEN, cash award, frstry tech, Seeley Lake RD  
 WILLIAMS, CARY, cash award, frstry tech, Missoula RD  
 WINN, MAUREEN, cash award, frstry tech, Missoula RD  
 YELCZYN, BEVERLY, cash award, frstry tech, Seeley Lake RD

## NEZ PERCE NATIONAL FOREST

ANDERSON, KATHLEEN, fish biol, SO, spec act award  
 FUNK, MARY, frstr, Red River RD, promotion  
 HAENER, DIANE, supp serv supv, Clearwater RD, promotion  
 HOAG, BART, lead frstr tech, Red River RD, promotion  
 PARADISO, JAMES, frstr, Clearwater RD, promotion  
 ROBINSON, JANICE, pers officer, SO, reassign, Fremont NF  
 SIMLER, DOUGLAS, lead frstr tech, Red River RD, promotion  
 SONDENAA, ANGELA, wildf biol, Salmon River RD, promotion  
 STOCKWELL, KARA, frstr, Elk City RD, promotion

Editor's note: Due to the large amount of personnel actions and the limited amount of space, a little over half of the names and forests were able to be published in this edition of the Northern Region News. Please look for listings from the IPNFS, Kootenai, and Lolo National Forests in issue #9.

## Off-Highway Vehicle Workshop Held in Helena

by Dave Payne, Recreation Forester, Helena Ranger District  
Maggie Pittman, Public Affairs Specialist

**T**he Helena National Forest recently took advantage of a unique opportunity to co-host an off-highway vehicle (OHV) workshop with the Motorcycle Industry Council, Inc. The meeting took place September 25-27 in Helena, and included a one-day OHV and trailbike skills course, indoor sessions with guest speakers, and a trailride through some locally known OHV areas. The council holds four workshops a year throughout the United States, particularly in areas with high population bases. Despite Montana's low population base, it does rank fourth in the nation in per capita ownership of OHVs and trailbikes. The Montana Trail Vehicle Riders Association was particularly instrumental in persuading the Council to come to Montana. Recent legislation directs the use of a percentage of gas tax receipts for construction of new trails, trail maintenance, and correction of past resource damage from OHV use. This has heightened the need for managers to gain



Riders gather at workshop recently outside Helena.

up-to-date knowledge of the needs of trail vehicle users.

The Council graciously hosted the session, providing all participants their meals and vehicles for the 3-day event. Over 100 people attended the workshop including representatives from the Bureau of Land Management, Forest Service, and the State of Montana. The session proved to be a timely opportunity for those with lim-

ited experience in the field to become familiar with vehicle use and maintenance. Land managers also had an avenue to become certified OHV and trailbike users through the 1-day safety course. A further benefit was that public land managers in Montana learned about motorized recreation opportunities, needs, and impacts associated with OHVs.

Tired bodies and minds did not deter the participants from deeming the workshop a success. The goal of land managers to provide equal consideration for motorized vehicle users in concert with other recreationists has gained new awareness.

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